

JEFF SKILLING

ECML000656287

Explanation of Elements for the 1999 Wage Detail Summary Report

Salary includes the following elements:

Civic Duty Pay
Comp Time
Desc (Discretionary) Holiday
Holiday Pay
Regular Pay
Regular Salary
Retro Sal
Sick Pay
Vacation

EMP AGMT = Cash compensation received as a result of the employment agreement.

STK OPTION = Income to be recognized as the result of a stock option exercise. Usually the difference in stock price at the date of exercise and the price the option was granted at times the number of options exercised.

DEPD LIFE; TAX LIFE; SPOUSE LIF = Imputed income related to dependent life insurance; employee life insurance and our spousal life insurance.

DEFERRED PAY =

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2000/
2001
W2
Detail
Report

Wage Grouping	Wage Type Desc
Salary	401k AfterTax
Salary	401k PreTax
Salary	Addtl Pay
Salary	Adj-Earn NonTx
Salary	Adj-Earn SupTx
Salary	Adj-Earn W4 Tx
Salary	Adj-Nontax Reduction
Salary	Car Allowance
Salary	Cash FlxPerqs
Salary	Club Dues
Salary	COLA
Salary	Commission
Salary	Flex Credit
Salary	FlexDollars
Salary	Housing Allowance
Salary	OTHER UK
Salary	Salary
Salary	SALARY GLOBAL
Salary	SALARY UK
Salary	Service Awd
Salary	Special Agrmnt W4 Tax
Salary	Vac Hrs PayOut
Salary	Vac Supplement Pay
Bonus	ANNUAL BONUS GLOBAL
Bonus	ANNUAL BONUS UK
Bonus	BNS:AIP
Bonus	Bns:Annual
Bonus	Bns:Performance
Bonus	Bns:Retention
Bonus	Bns: Variable Pay
Bonus	Bns:Work Incentive
Bonus	EDRIP NT Pay No FIT/F
Bonus	EDRIP Pay
Long Term Incentive	Bns:Prj Comp
Long Term Incentive	EES LTI Cash Payouts
Long Term Incentive	Long Term Incentive
Long Term Incentive	Pht Stk Def GUP
Long Term Incentive	Pht Stk Dividends
Long Term Incentive	Pht Stk Release
Deferred Income	BNS DEF-FDA

Wage Grouping	Wage Type Desc
Deferred Income	BNS DEF-FDA-XP
Deferred Income	BNS DEF-PSA
Deferred Income	BNS PHT STK (SS Taxabl
Deferred Income	BNS STK OPT
Deferred Income	NB BNS PHT STK
Deferred Income	OTH DEF-FDA
Deferred Income	PCB DEF
Deferred Income	PCB DEV DEF
Deferred Income	SAL DEF-FDA
Deferred Income	SAL DEF-FDA-XP
Deferred Income	SAL DEF-PSA
Deferral Payments	DPP 1985
Deferral Payments	DPP 1992
Deferral Payments	DPP 1994
Deferral Payments	DPP 1994 Sup Tax
Deferral Payments	EXPAT FDA 1998
Curr Liab - Other	Curr Liab-Other 30700000
Imputed	Ben Imp Inc
Imputed	Co Pln Use Benefit (ii
Imputed	Imp Cash Award
Imputed	Imp Inc Dependent
Imputed	Imp Inc EE
Imputed	Imp Inc Spouse
Imputed	Imp Pht Stk Def (No Fi
Imputed	Imp Plane (Taxable)
Imputed	Imputed Bus (Taxabl
Loan Advances	Loan Balances
Other	Additional Severance
Other	Agreement
Other	Bns:Sign-On
Other	Frgn Serv Prm Amt
Other	Housing Ded Xpat
Other	Imp Auto Xpat (No Fit)
Other	Imp Club Dues (No Fit)
Other	Imp Equalization (No F
Other	Imp Foreign Tx (No Fit
Other	Imp Home Leave (No Fi
Other	Imp Income Misc (No Fi
Other	IMP MDCP
Other	Imp Mvng Lvng -(No FIT

Wage Grouping	Wage Type Desc
Other	Imp School (No Fit)
Other	Imp Utilities House No
Other	Lump Sum Severance
Other	Reconveyance
Other	Relo:Imp NonTx Income
Other	Relo: Imp Tax Income
Other	Relo:Imp Tx Inc(NoFIT
Other	Relo: Non-Tax Payment
Other	Relo: Tax Protect
Other	Severance
Other	Severance Amt
Other	SEVERANCE UK
Other	Xpat Allowance
Other	Xpat Comm&Svs
Other	Xpat FICA00 Advance
Other	Xpat FICA01 Advance
Other	Xpat FICA99 Advance
Other	Xpat FIT 00 Advance
Other	Xpat FIT 01 Advance
Other	Xpat FIT 99 Advance
Other	Xpat Foreign Taxes
Other	Xpat Home Lv (Amt)
Other	Xpat Housing Allow
Other	Xpat TaxEqualization
Other	Xpat TaxEqual (No Fit)
Other	Xpat Transport Allow
Other	Xpat Utilities Allowanc
Expenses	Expense Reimbursement
Expenses	Outside Services - 52508000
Exercised Stock Options	NQ Exercised Stock
Restricted Stock	Def Rest Stk
Restricted Stock	Def Rest Stk Divd
Restricted Stock	Restricted Stk
Restricted Stock	Stk Dividends

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ENRON
Wage Summary

Document Name: Wage Summary (aka Directors)
Query Date: 9/20/2001 04:40:39 PM
Print Date: 9/20/2001 05:11:58 PM

GRE (Tax Company) 0-011

SKILLING,JEFFREY K

Payroll Dates: 01/01/1999 Thru 12/31/1999

Element type code	Element Name	Element Description	Year to Date Totals
E	Balance Adjustment-RST	RESTR STOCK	7,199,536.92
E	Balance Adjustment-SON	STK OPTION	39,397,898.58
E	BNS98	BONUS	2,250,000.00
E	CFP	CASH FLXPERQ	25,500.00
E	CP1	CO PLANE 1	24,961.85
E	FLEXADD	FLEXADD	1,238.88
E	HOL	HOLIDAY PAY	28,440.67
E	REG	REGULAR PAY	779,703.34
E	SCK	SICK PAY	3,219.70
E	SON	STK OPTION	7,031,990.45
E	TLN	TAX LIFE	583.44
E	VAC	VACATION	38,636.37

Total Cash Compensation

56,781,710.20

R	ACCDTH	ACCDTH	15.00
R	BNS FLX DEF 94	BNSFLX DEF 94	2,250,000.00
R	DENENRON	DENENRON	418.08
R	ECSP DEFER	ECSP DEFER	10,000.00
R	FLEXCREDIT	FLEXCREDIT	-3,145.08
R	LIFE OPT EE	LIFE OPT EE	689.40
R	MED1250	MED1250	2,022.60
R	SAL FLEX DEF	SAL FLEX DEF	200,000.04

Benefits

2,460,000.04

Total Earnings and Benefits

54,321,710.16

T	Balance Adjustment-FIT	FIT	21,316,863.61
T	Balance Adjustment-Med_EE	Balance Adj	675,662.82
T	Balance Adjustment-Medicare_EE	Medicare EE	134,588.86
T	Balance Adjustment-Med Taxable	Balance Adj	46,597,435.50
T	Balance Adjustment-TAXABLE	Medicare EE	0.00
T	FIT	FIT	228,893.54
T	Medicare_EE	Medicare EE	13,083.15
T	SS_EE	SS EE	4,501.20

Total Taxes

68,971,028.68

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Enterprise EPCPAY

Personal and Confidential

Pgm: ZPYRP683 W2_DETAIL_REPORT
User: [REDACTED]
Sys/Client: PR2 - 100

W2 Detail Report

Page: 5
Date: 10/12/05
Time: 07.17.01

0011 - Enron Corp

As of: 12/31/2000

Employee Name Skilling Jeffrey K.
Social Security Number [REDACTED]
Personnel Number [REDACTED]
Employment Status 3 - Active
FICA Indicator

FEDERAL WAGES

1003	Salary	850,000.08
1116	Cash FlxPerqs	25,500.00
1120	Bns:Annual	3,000,000.00
1371	Co Pln Use Benefit (ii)	21,165.62
1393	Imp Plane (Taxable)	2,177.62
2401	FlexDollars	2,192.04
2498	Flex Add	737.76
2499	Flex Credit	1,454.22
8225	NQ Stock	62,484,460.14
8227	Restricted Stk	15,346,632.00
8228	Stk Dividends	269,079.05
	EARNINGS TOTAL	81,999,043.29

2030	Medical PreTax	2,168.40
2040	EE Life PreTax	33.60
2051	Dental PreTax	538.08
2101	Vision PreTax	168.42
2351	401k PreTax	10,500.00
	PRETAX TOTAL	13,408.50

Calculated Fed Wages	81,985,634.79
Pre Conv: Add to Fed Wages	0.00
RAS Amts: Add to Fed Wages	0.00
Pre Conversion Benefits	0.00
Wagetype 1010 Corrections	0.00

/701	RE Withholding Tax	81,964,469.17
	Wagetypes: Add to /701	21,165.62
	Difference	0.00

/401	TX Withholding Tax	30,263,582.89
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/403	Calculated SS Tax W/H	4,724.40
	TX EE Social Security Tax	4,724.40
	Difference	0.00

/405	Calculated Medicare Tax W/H	1,188,943.95
	TX EE Medicare Tax	1,188,975.53

FICA WAGES

1003	Salary	850,000.08
1116	Cash FlxPerqs	25,500.00
1120	Bns:Annual	3,000,000.00
1371	Co Pln Use Benefit (ii)	21,165.62
1393	Imp Plane (Taxable)	2,177.62
2401	FlexDollars	2,192.04
2498	Flex Add	737.76
2499	Flex Credit	1,454.22
8225	NQ Stock	62,484,460.14
8227	Restricted Stk	15,346,632.00
8228	Stk Dividends	269,079.05
	EARNINGS TOTAL	81,999,043.29

2030	Medical PreTax	2,168.40
2040	EE Life PreTax	33.60
2051	Dental PreTax	538.08
2101	Vision PreTax	168.42
	PRETAX TOTAL	2,908.50

Calculated SS Wages	76,200.00
Pre Conv: Add to SS Wages	0.00
RAS Amts: Add to SS Wages	0.00
Pre Conversion Benefits	0.00
Wagetype 1010 Corrections	0.00

/703	RE EE Social Security Tax	76,200.00
	Difference	0.00

Calculated Medicare Wages	81,996,134.79
RAS Amts: Add to Med Wages	0.00
Pre Conv: Add to Med Wages	0.00
Pre Conversion Benefits	0.00
Wagetype 1010 Corrections	0.00

/705	RE EE Medicare Tax	81,996,134.79
	Difference	0.00

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gm: ZPYRP683 W2_DETAIL_REPORT

ser: [REDACTED]

ys/Client: PR2 - 100

W2 Detail Report

Page: 6

Date: 10/12/05

Time: 07.17.01

011 - Enron Corp

As of: 12/31/2000

Employee Name Skilling Jeffrey K.
Social Security Number [REDACTED]
Personnel Number [REDACTED]
Employment Status 3 - Active
ICA Indicator

FEDERAL WAGES

FICA WAGES

Difference	31.58
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11 - Enron Corp

As of: 12/31/2001

Employee Name Skilling Jeffrey K.
Social Security Number [REDACTED]
Personnel Number [REDACTED]
Employment Status 0 - Withdrawn
CA Indicator

DERAL WAGES

03	Salary	883,333.39
16	Cash FlxPerqs	26,500.00
20	Bns:Annual	5,600,000.00
56	Long Term Incentive	1,920,000.00
24	Vac Hrs PayOut	124,996.00
93	Imp Plane (Taxable)	60,637.68
01	FlexDollars	3,105.39
10	Imputed Income EE TNT	956.25
27	Restricted Stk	6,786,057.94
28	Stk Dividends	57,614.50
	EARNINGS TOTAL	15,463,201.15

30	Medical PreTax	1,535.95-
40	EE Life PreTax	952.00-
51	Dental PreTax	381.14-
01	Vision PreTax	119.34-
51	401k PreTax	9,633.39-
	PRETAX TOTAL	12,621.82-

Calculated Fed Wages 15,450,579.33

01	RE Withholding Tax	15,449,623.08
01	TNTD Withholding Tax	956.25

Difference 0.00

01	TX Withholding Tax	4,421,911.57
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	Calculated SS Tax W/H	4,984.80
03	TX EE Social Security Tax	4,984.80

Difference 0.00

	Calculated Medicare Tax W/H	224,173.08
05	TX EE Medicare Tax	224,173.08

Difference 0.00

FICA WAGES

1003	Salary	883,333.39
1116	Cash FlxPerqs	26,500.00
1120	Bns:Annual	5,600,000.00
1156	Long Term Incentive	1,920,000.00
1224	Vac Hrs PayOut	124,996.00
1393	Imp Plane (Taxable)	60,637.68
2401	FlexDollars	3,105.39
2600	Imp Inc EE	956.25
8227	Restricted Stk	6,786,057.94
8228	Stk Dividends	57,614.50
	EARNINGS TOTAL	15,463,201.15

2030	Medical PreTax	1,535.95-
2040	EE Life PreTax	952.00-
2051	Dental PreTax	381.14-
2101	Vision PreTax	119.34-

PRETAX TOTAL 2,988.43-

	Calculated SS Wages	80,400.00
/703	RE EE Social Security Tax	80,400.00

Difference 0.00

	Calculated Medicare Wages	15,460,212.72
/705	RE EE Medicare Tax	15,460,212.72

Difference 0.00

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m: ZPYRP687 W2_DETAIL_RPT1
er: [REDACTED]
s/Client: PR2 - 100

W2 Detail Report

Page: 2
Date: 10/11/05
Time: 16.08.34

Total Page

Total Employee Records Tested.....:	1
Total Employee Records in Balance.....:	1

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